**Strategic HRM**

# Sep 2022 Examination

# Q1. Zeel Authority of India wishes to terminate a employees due to the surplus of labor. To do so they can use various retrenchment strategies. Mention those strategies with examples. (10 Marks)

# Answer 1.

## Introduction

A firm may use the Retrenchment approach to reduce costs and gain a different solid economic position. Additionally referred to as the Retrenchment approach, this is the direction of action taken when an organization decides to curtail or stop its commercial activities from serving its diverse purchaser segments, features, and technological alternatives. The corporation can reorganize or stop its commercial enterprise activities from improving its financial situation. Its Half solved only

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**Q2. Pooja works as HR Head at Mind-over-Mantra. Describe briefly the steps involved in Strategic Human Resource Planning Process. (10 Marks)**

# Answer 2.

## Introduction

The process through which companies examine how the workforce effectively satisfies company goals and patron expectancies is easily understood. Unsurprisingly, many corporations lack a strategic human resource-making plans technique, with many HR professionals pointing out that their departments need to grow strategic coordination. Puja came to the best spot if Puja contemplated HR planning. Learn about HR planning and the way to define the strategic approach. With this knowledge, you'll fill roles and increase the enterprise in no time. It's critical

**Q3. Career Anchor is something that develops over time and evolves into a self-concept, shaping an individual's personal identity or self-image and includes: Talents, skills and abilities - the things that we believe we are good at, and not so good at. Edgar Schein suggested that each and every individual possessed specific and unique ‘anchors’ - one’s perception of one’s own values, talents, abilities and motives, which form the basis of individual roles and development.**

**a. Could you identify and mention and explain any 5 career anchors. (5 Marks)**

# Answer 3a.

## Introduction

Edgar Schein, a Sloan Fellows Professor of Management at MIT, invented the career anchor concept thirty years ago. According to Schein, people are pushed with the aid of one of 8 anchors–priorities that decide who they're and what they do. The professional anchor seeks ever-

**Qb. As a student of management describe any 4 career stages during one’s professional life. (5 Marks)**

**Answer 3b.**

**Introduction**

Careers are quality understood as a sequence of stages. No matter the employment they adopt, a maximum of adults go through 5 expert levels. Exploration, status quo, Mid-profession, late-career, and Refusal